

## **Gooding Joint School District No. 231**

### **PERSONNEL**

**5430**

#### Insurance Benefits for Employees/ Trustees

Newly hired certificated employees will be eligible for insurance benefits offered by the District consistent with the terms of the current collective bargaining agreement, if applicable.

The school District provides health insurance for all personnel who are employed twenty-nine (29) hours or more per week.

#### Guidelines:

1. Employees working less than 29 hours per week are not eligible to participate in any benefits.
2. Employees working 29 or more hours per week will be considered full-time employees for insurance purposes. Employees can obtain coverage for spouse and/or dependents of their immediate family.

There may be a thirty (30) day waiting period. Basic coverage is for the period of actual employment.

Employees who do not work during the summer months (June, July, and August), but will return when school starts, will have their insurance paid during the summer months. Should a classified staff member terminate during the year, the insurance will be terminated at that time.

Open enrollment for the District runs the last two weeks of April and the first week of May. The District pays the premium and initiates payroll deduction for dependents after the 30-day waiting period.

The open period for making changes is only during open enrollment. A change in status, adding dependents or marital status can be completed outside of open enrollment if it meets a qualifying event. Dependents can only be removed during open enrollment.

#### Trustee Insurance Participation

Trustees will be allowed to participate in the District's group health insurance program provided that any trustee who desires to participate in such program shall pay the monthly premium to the District fourteen (14) days in advance of the District's premium payments to the insurance carrier. Should any trustee fail to make premium payments as set forth herein, his/her insurance coverage will be automatically cancelled.

I.C. § 33-1271, et seq.	Group health insurance
I.C. § 67-5763	Professional Negotiations Act
	Governmental body authorized to make contracts for group insurance for officers and employees

Policy History: Adopted on: 4/9/2013

Revised on: 4/12/2022, 12/09/2025

